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TEAMSTER **CONVOY** **DISPATCH**

44



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April 1995 #140

WHAT THREE THINGS ARE SURE TO MAKE MANAGEMENT LOSE SLEEP?

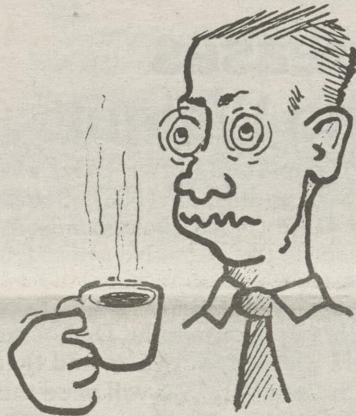
1. EMPLOYEES WHO KNOW THEIR RIGHTS.

They're so much harder to bully or take advantage of.

2. EMPLOYEES WHO ARE ORGANIZED AND INFORMED. It's much easier to deal with workers who are in the dark and who don't stick together.

3. TDU. Since 1976 Teamsters for a Democratic Union has worked to inform, educate and organize rank and file Teamsters. We believe in a strong union with active members who are able to stand up for their rights on the job. And the bosses hate that.

Want to make your boss lose some sleep? Fill out the coupon below and join us today.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Hard Work Produces Bylaws Reform

Kalamazoo, Mich.

Teamster members in Kalamazoo, Mich., Local 7 voted by a margin of 164-63 to amend their local union bylaws and allow for mail-in, supervised elections of officers. In perhaps the largest turnout at any Local 7 meeting in history, members got behind the campaign to provide for a more democratic election procedure. Previously, decisions on the conduct of officer elections were up to the local union executive board. Elections had been by walk-in voting, generally with low voter turnout.

When asked by a group of members to voluntarily conduct mail ballot elec-

tions, Bernie Marosites, president of Local 7, spat and declared, "As long as I'm president of this local there will never be mail balloting." Marosites campaigned against the proposed amendment, sending letters to all the stewards just before the vote telling them to turn people out to the meeting and vote no. His argument was that it would be too costly to do a mail-in.

"Nothing beats hard work and being organized," says Bill Lloyd, UPS feeder driver and one of the members behind the bylaw proposal. "We out organized Bernie. We made up leaflets that educated members on why these changes were needed and distributed them throughout the local at as many

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Why Some Pension Funds Lag Behind

The following article was written by Dan Campbell, San Antonio, Texas, Local 657, in response to members questions about their benefits.

From time to time members in a pension plan hear what others are receiving for benefits when they retire and wonder why their benefits differ. The answer is, your benefits are determined by three basic factors.

History and Structure of the Fund

Current benefit levels have much to do with past decisions. How were funds invested in the past? What are the rules for qualifying for a benefit? Is your pension plan an accrual based plan, defined benefit plan, or a contribution based benefit plan? Who is

covered by pension and health and welfare benefits, and for how long? There are other factors, of course, but decisions were made that have determined the structure of your plan.

One example of something that greatly affects your current benefit is past investment decisions. It's no secret that assets of the Central States Pension fund, in the Hoffa-Fitzsimmons era, were too heavily invested in real estate and squandered on mob loans. In the late 1970s the government stepped in and investment decisions are no longer in the hands of the fund trustees. If the Central States trustees had not been corrupted, there's no telling how much further ahead fund

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Teamsters for a Democratic Union

P.O. Box 10128

Detroit, Mich. 48210

(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

Selma to Montgomery, Ala.

Important Civil Rights March Commemorated

Diana Kilmury
TDU Co-Chair, International VP
Vancouver

Thirty years ago, hundreds of marchers were brutally beaten and two were shot to death as civil rights activists attempted to strike down Alabama's restrictive voting registration practices. One was Jimmy Lee Jackson, a young African American man who died trying to defend his mother from police truncheons. The other was Viola Luizzo, a white woman, the mother of five and the wife of a Michigan Teamster who was gunned down by the Klan as she drove along the highway with a Black activist.

Their deaths outraged the nation and compelled thousands of people to descend on Selma, Ala., and join in the struggle. With the passage of the Voting Rights Act in 1965, the right to vote became a reality for African Americans in Alabama for the first time since the end of the Civil War.

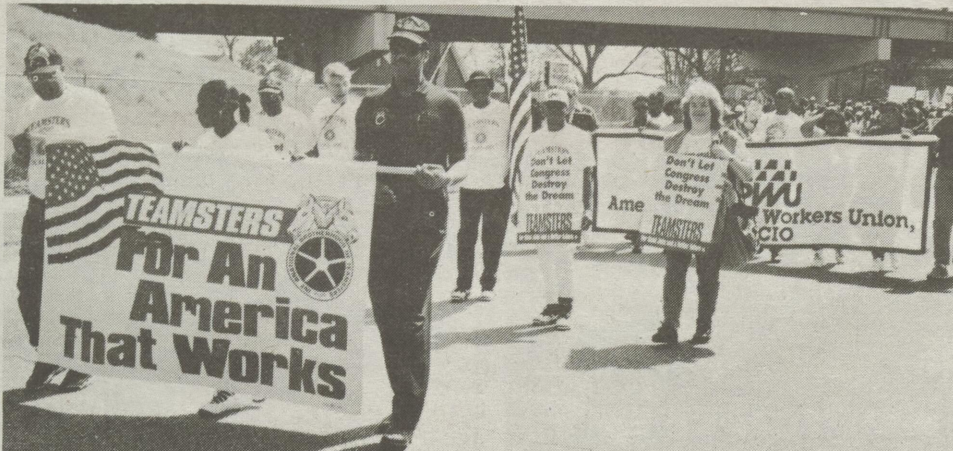
The experiences of the past and the lessons for today were greatly on the minds of those attending the 30th anniversary march and rally commemorating this fight. Hundreds of people, including myself, walked the historic route that the civil rights marchers walked. Many labor, civil rights and community activists were on hand to both reflect and commemorate the events of those days and think about the challenges facing us today to defend this important right.

As I laid a wreath at the foot of Viola's roadside monument, I couldn't help but draw the parallel between her

heroic sacrifice for the right to vote for the disenfranchised and our own epic struggle to bring about democracy in our union. I was chilled by the thought that although we, too, had won a great victory despite overwhelming odds, it could be as fleeting as the petals on the wreath being torn away by the wind. We must be prepared to wage an even more vigorous campaign against the

old guard than the Herculean effort that preceded the 1991 election.

It can and must be done, as the alternative is unthinkable. A 1996 IBT Convention consisting of a majority of elected old guard delegates with a Contract on Reform targetted on the IBT Constitution will stop reform as surely as losing the General Executive Board election.



Teamsters joined the march from Selma to Montgomery, Ala.

Executive Order Increases Pressure on Diamond Walnut

President Clinton's executive order banning companies who use permanent replacements from getting government purchasing contracts is expected to put increased pressure on Diamond Walnut to settle its strike. Diamond Walnut is the beneficiary of a government contract to supply walnuts to the school lunch program. When that contract comes up for renewal Diamond Walnut (if the executive order is still in place) will be ineligible if they are still hiring permanent replacements. Meanwhile, on another front, the IBT in Washington, D.C., is increasing its pressure on the Clinton Administration to cancel a U.S. Department of Agriculture program that spends millions to encourage the sale of walnuts overseas. Diamond Walnut, as the largest walnut exporter in the country, is the major beneficiary of this multi-million dollar example of corporate welfare.

Whether or not Clinton's executive order survives challenges by anti-labor politicians and business groups is hard to predict. Republican senators have already tried to scuttle it once, but failed by one vote to defeat a filibuster. All Republicans voted against us as well as five Democratic senators: Nunn

(GA), Bumpers and Pryor (AR), Hollings (SC) and Exon (NE). Senator Robert Dole (R-KS) has promised to try to scuttle the executive order again in the future.

President Carey has asked Teamsters to "contact the Democratic senators who voted with us and thank them for their vote. We will need them again in the future. Senators who voted against us should be flooded with letters expressing our disappointment with their vote."

Big business is also mounting a legal challenge to Clinton's executive order. The U.S. Chamber of Commerce, joined by the American Trucking Association and other groups, has filed a lawsuit in federal court. They are asking for an injunction and have vowed to take the issue all the way to the Supreme Court if necessary. Apparently they feel any measure that helps working people is inherently unconstitutional.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Bringing the Fight to City Hall

For nearly two years, the workers at A.E. Staley in Decatur, Ill., have been locked out. Their fight to regain their jobs has included mass demonstrations and outreach to communities around the country.

Recently, Dave Watts, president of Paperworkers Local 7837, and one other labor candidate won their primary elections for Decatur City Council. The general election for the nonpartisan seats will be April 4.

Watts sees the campaign as a good way to point out the ways that Decatur elected officials have toed the company line, including the use of police violence. Win or lose, Watts' campaign shows that Staley workers will take the fight for justice to all fronts.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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FREIGHT NEWS

Company Escalates Illegal Tactics

Union Wins More at Overnite

Overnite employees have gone Teamster in St. Louis, Milwaukee, Detroit and Grand Rapids, Mich., in the past month, continuing the momentum of the unionization drive. Some 1,200 Overnites have now joined the union in NLRB-conducted elections.

In each of those cities long-time Teamsters and Overnites partied afterward in a celebration of solidarity. That's what the Overnite drive is generating.

In an attempt to break the Teamster momentum, Overnite management has escalated its anti-union tactics, repeatedly breaking the law and forcing postponements of elections in Lexington, Ky., Rockford, Ill., and elsewhere. The NLRB has filed charges against president Jim Douglas and 10 other Overnite officials and likely will soon overturn several votes where company dirty tricks succeeded in defeating the union vote. In March, the

company has scored "victories" in South Bend, Ind., Charleston, W.Va., Louisville, Ky., and Toledo, Ohio. The Louisville vote was 85-83 for the company. In Toledo the vote went 32-29 for the company.

An IBT organizing department spokesman predicted that the NLRB will not only overturn elections due to a pattern of law breaking, but they may even issue bargaining orders in some cases. That means they would rule Overnite's violations are so extreme that representation rights for the terminal in question would be ordered, as if the union had won.

Meanwhile, the drive continues to spread and build in many areas. This includes where elections have been held already, where they are scheduled, and where it's just beginning.

Member-to-member organizing remains the key to building the cam-

paign, and that one-on-one contact needs to continue after the Overnite employees have voted to join the union. In Milwaukee, several Overnite workers came to a Local 200 meeting to give their thanks to the membership for their support in the organizing drive. The packed house gave them a standing ovation.

Company threats and intimidation won't stop for a minute, and it will take

continued solidarity with our newest brothers and sisters to keep the momentum going. What happens down the road in Atlanta, Nashville, etc., affects those who have already voted in. They need our support now.

Rallies, leafletting, talking to drivers one on one, and finding other creative tactics to show our solidarity is essential. For example, in the successful Mil-

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"TRUCKERS UNITE" rally in Louisville, Ky.

1,500 Teamsters, Overnites Say:

'Truckers Unite!'

Over 1,500 Teamsters and Overnite workers met on Sat., March 11, at the Kentucky fairgrounds in a "Truckers Unite!" rally to support the Overnite organizing drive and for a strong, united fight for a carhaulers contract.

Overnite workers took the floor to talk about what it means to go union.

Some reported on their recent organizing successes, such as Cecil Koester, a driver from Milwaukee. Others from Memphis and Nashville, Tenn.; Atlanta; Kansas City, Mo.; Canton and Dayton, Ohio; Lexington, Ky.; and St. Louis spoke of the need to organize.

Carhaul director Ron Owens described the delaying tactics of the employers in the current negotiations, and Avery Hill, a 17-year carhauler spoke as well. Owens also described the carhaul negotiations in 1991-92 and praised Ron Carey for his seriousness and toughness in a long and difficult

bargaining process.

International VP Dennis Skelton spoke of the Overnite campaign as being carried out in the interests of rank and file Teamsters by rank and file Teamsters themselves.

Carey spoke last and told the crowd and the media that, "The companies are out there complaining about a driver shortage. There is no driver shortage, only a shortage of good jobs with decent benefits. ... Every time Overnite workers vote for the union they're telling every trucker in America it's time to stand up, time to organize, time to unite. ... We're reaching out to every trucker who is tired of working too hard and tired of getting the shaft when you ask for justice, security, or rights on the job, better wages, decent benefits and a good pension."

Carey was warmly received and got a standing ovation.

Freight Lines

40-and-Out.

At a number of terminals, companies continue to abuse the 40-and-out provision in the NMFA. This includes attempting to apply it to combination work (and combination terminals), and using excess casuals (over the paid complement) in a 40-and-out situation.

In the whole NMFA, the only four capitalized words are "The rule of 40-and-out shall apply to PURE DOCK WORK ONLY," so you would think even TMI could get that part clear.

Grievances have reached the national level, and the issue may go to arbitration soon, if it's not resolved. Members should continue to grieve violations and not concede any of the issue.

Some members have suggested that employer stonewalling on 40-and-out, and on guarantees for road drivers, may warrant strike action like that taken by Carey against UPS a year ago over health and safety.

Road Driver Income Security.

The 1994 NMFA contains strong language protecting the income of road drivers, but the Big Three carriers are refusing to comply with it or attempting to interpret it away.

Clearly at the gaining terminals in the changes of operations the bottom 25% of the board are guaranteed \$700 a week on a four week average, as per the contract. And the protection against long term layoffs is in place.

In addition, there is language in both the contract and the changes of operations agreements that the earnings level at the gaining terminals should not be cut at gaining terminals. But it has been cut, and in lots of places.

The issue has reached the national level and hopefully will be settled across the board. It needs to be.

Meanwhile, legitimate grievances on the issue of income protection at gaining terminals should be filed and pursued at all domiciles, as they have at many.

Indictment Charges \$6 Million Siphoned from P-I-E.

A federal grand jury indicted Leonard Pelullo on charges of siphoning over \$6 million from P-I-E Nationwide before plunging it into bankruptcy.

Pelullo gained control of P-I-E, once the nation's largest LTL carrier, in April 1990. Seven months later the company shut down.

Pelullo is currently in jail for looting the pension fund of a New Jersey printing company, and faces trial for plundering a Miami hotel project.

P-I-E trustee Lloyd Whitaker has sued Pelullo on behalf of over 35,000 creditors, but admits the prospects of collecting are slim.

Southern California Freight Locals Vote To Merge.

The membership of Los Angeles Local 208 has voted to merge into 12,000-member Local 63. Both locals are affiliated with the newly created JC 92. Local 208 has long been noted for its militant and fine democratic traditions. But ever since deregulation, the unionized regional carriers it once represented have been forced out of business one after another, and Local 208's membership base has dwindled to around 1,100 members.

The membership was given a (mail-in ballot) choice of no merger or merging into any one of seven other Southern California locals. Local 63 was the runaway winner with 342 votes. 67 members voted for 'No merger' and the other six locals split up the remaining 96 votes. Local 63 will now be the largest freight unit in the IBT. Details of the merger are being worked out between the locals and the merger is expected to formally occur by sometime in May.

UNITED PARCEL SERVICE

The Team Concept Trap

Circles of Joy

The Teamsters National Negotiating Committee and UPS are scheduled to meet the last week of March to discuss the company's implementation of "Team Concept." Rather than fulfill its legal obligation to negotiate over Self Directed Work Teams, UPS has taken it upon themselves to implement the program on a local-by-local basis.

On Dec. 13, 1994 Mario Perrucci sent UPS a letter informing the company that the IBT considered the implementation of team concept subject to mandatory bargaining. Subsequently, a TITAN went out to all UPS locals instructing them not to cut separate deals on team concept implementation (see UPS & Downs).

Team Concept is nothing new to the American workforce. Often called Total Quality Management (TQM), Management-By-Stress (MBS), Cooperative or Participation programs, these employee involvement schemes serve to undermine collective bargaining. Their purpose is to delude employees into believing that if they work together with management, as one big happy family, they'll be better off than if they pursued their objectives through the union.

UPS is a pioneer in the realm of management by stress. By their own admission they "micro-manage" every aspect of the business. As reported in the *Wall Street Journal*, UPS intends to reduce the number of management employees by getting hourly workers to assume much of their duties. This will, in turn, free up remaining management for customer service endeavors.

Safety committees, KORE committees and rank and file trainers are par-

ticipation programs long in effect at UPS. What's new are Self Directed Work Teams doing everything from ordering supplies to dispatching. UPS uses the five-point-star model on which to base its work teams. The workforce is divided into seven to nine member teams in which six members are assigned tasks based on star points. These tasks include: quality, safety, employee relations, cost and revenue, and business development. Each team has a specialist for each of these star points and a group leader.

Courtesy Plus

The expanded use of rank and file trainers, OSHA/CSA coordinators, and probably the most offensive of all, the Courtesy Plus trainers means practically everyone participates. Courtesy Plus trainers are given an eight-hour course that "encompasses interaction skills, problem resolution skills, communication and behavioral modification skills ... and is designed to improve professional relationships both internally and externally." As anyone who has ever observed management's performance will attest, these skills take far longer than eight hours to learn.

In addition to these roles, there is also a steering committee composed of management employees, rank and filers and in some cases cooperative union leadership. These positions are rotated on a semi-annual basis.

To make a Participation Program work a company must have two things in place at the worksite: trust and the willingness of the workforce to participate. Without either of these the

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UPS Skirts FMLA

Jack Haefling
Local 135, UPS
Indianapolis

Despite passage of the Family and Medical Leave Act (FMLA) in 1993 UPS has kept its "no fault" absenteeism policy in place. The company is required to post notice of our FMLA rights on bulletin boards just like postings on minimum wage, anti-discrimination and other federal laws. By reports I've heard this isn't happening.

As a result many Teamster members are unjustly disciplined and fired for "excessive absences" that should not be counted toward their absence record because of the FMLA.

On Feb. 20 I became another victim of UPS' unjust policy and their violation of the FMLA. For nearly a year I had been undergoing intermittent treatment for a cervical spine injury medically certified and covered under the FMLA. However, under UPS' "no fault" absentee policy, my rate of absenteeism climbed. Warning letters followed and then a one-day suspension.

My injury was healing but I still

needed time for therapy. After a few more times off, I was discharged. This time I grieved it on the basis of Article 16 of the contract covering FMLA. My discharge was reduced to a final warning.

In February I was out five days with the flu. It was the worst outbreak of the season in Indiana. When I returned to work on Monday I was fired. Now, I'm pursuing my case in federal court.

UPS's application of its absentee policy violates the law and puts employees at risk of unjust discipline and firings for absences that are covered under the FMLA. Legitimate time off for a documented serious and chronic medical condition can't be used against you as part of a company's absentee policy. The same goes for time off for child birth, adoption, or the care of seriously-ill spouse or child.

But it appears UPS and other employers don't see it that way and don't want us to know our rights. The FMLA is an important and vital piece of labor law. It's up to us to use it and enforce it.

UPS & Downs

UPS Cost-Cutting Hits Customer Service Clerks.

UPS is planning to consolidate its Customer Service and Delivery Information, now spread out at more than 60 locations, down to approximately 10 over the next two years.

Some 5,800 jobs, including about 400 Teamster jobs, are at stake. Teamster positions are concentrated in several places, including Northern California and St. Louis.

The bulk of the affected Teamsters are women, some with many years seniority. Most will not be able to take other UPS jobs, and even if they would, other Teamsters would then lose work. Apparently the Toughest Ship doesn't care about throwing thousands of women out of a job, or about living up to the contract clause on subcontracting. At press time the union has not yet been able to meet with UPS on the issue.

One new computerized tracking center will be run by APAC Teleservices in a vacant Kmart in Newport News, Va. In return for a 10-year lease and the 800 to 1,000 jobs it will bring to the area, the city has promised UPS millions in financial incentives—job credits, rent concessions and a check from the Governor's Opportunity Fund. The bulk of the jobs at this new center will reportedly pay only \$7.50 per hour.

San Jose, Calif., UPSers Meet to Discuss Team Concept.

On Saturday, March 18th, the newly elected leadership of Local 287 sponsored an educational seminar for UPS members. Featured on the agenda was International representative and Local 912 President Joe Fahey, who led a workshop on UPS management philosophy and tactics. Fahey's presentation was designed to increase the job survival skills of hourly workers as well to discuss the "TQM" or Total Quality Management system the company is promoting.

Richard Aguilar, a UAW leader who works at the Fremont GM-Toyota plant, spoke about the downside of "team concept" programs, especially regarding who really controls the agenda when it comes to solving problems in the workplace. Over 70 UPSers, including guests from other Bay Area locals, attended.

Convoy-Dispatch Wants to Hear From You.

Despite the opposition of the IBT, UPS is trying to sneak their new "Team Concept" method into operation on a local-by-local basis. Recognizing this for what it is, many rank and filers around the country are organizing resistance to this new UPS scheme. *Convoy-Dispatch* would like to hear about *your* struggles with team concept at UPS. This fight is just in its opening stages and we need to share our experiences if we are going to successfully challenge UPS.

Perrucci Team-Concept TITAN.

On Feb. 28, Parcel & Small Package Director Mario Perrucci issued a TITAN message to all UPS locals that said in part: "This is to inform you of the steps I've taken with regards to UPS' proposed implementation of its 'team concept' and our position on the issue. On Dec. 13, 1994 I sent UPS a letter informing the company I considered the proposed implementation a mandatory subject requiring bargaining. The union would evaluate whether it would engage in mid-term bargaining once we received information requested of UPS on its proposed plan."

"UPS has not attempted to negotiate the issue with the Teamsters National Negotiating Committee but rather has attempted to implement its program on a local by local basis. ... For those local unions that have agreed to any implementation of a team concept, absent the knowledge and approval of the National Negotiating Committee, any such agreements are null and void consistent with Article 2 of the agreement and all grievances will be pursued through the National Grievance Committee."

UPS's Safety Snitch: No Takers So Far.

In the Lexington, Ky., center represented by Local 651, UPS instituted a safety committee in January. UPS management appointed anyone who showed up to volunteer to the committee. TDUR Matt Montgomery was elected chair by the workers who volunteered. Since February, when UPS conceded to the Parcel and Small Package Trade Division that the union has the right to designate worker members of the safety committee, Matt has continued to serve, on instructions of Local 651, pending a job-site election. Meanwhile, UPS has approached several bargaining unit members asking them to be "safety trainers" and to conduct safety evaluation rides with package car drivers — supervisory functions up until now. So far there have been no takers for UPS's new job of safety snitch.

CARHAUL NEWS

The Fight for Jobs

Teamsters Target Toyota

Teamsters are visiting Toyota dealerships, but they're not buying. They are handbilling with "Consumer Alert" materials in an effort to protect jobs and to keep carhaul a unionized industry. The action began at a few dealers, mainly in the West, in late March and is slated to hit high-volume Toyota dealerships with Teamster handbillers.

Toyota has initiated its own non-union carhaul operation, called Toyota Trucking, Inc. (formerly Vehicle Processors, Inc.), which is hauling cars in California. Jobs have been lost by CCI Teamsters, and Toyota is expanding the outfit. Toyota has also gone to more nonunion labor in parts warehouses and in the get-ready jobs at their California plant.

The campaign is designed to hit Toyota in the pocketbook and win fair treatment for drivers under the Teamster carhaul contract. If auto makers want to get into the trucking business, let it be under our national contract.

The handbilling is starting at certain dealerships but may be expanding. Consumer information on Toyota safety and quality problems will be distributed. Carhaulers and other Teamsters may want to check with their local union and, if actions are slated for their area, volunteer to join in.

Job security is the number one issue in the current contract talks. We cannot allow work to leak out from under the contract to nonunion operators, or the best contract in the world won't protect our jobs.

Circles of Joy

continued from page 4

program will not work. UPS will have problems when it comes to trust. Throughout the country the walls between management and the rank and file are too thick and too tall. Participation in the program is strictly voluntary. Without the approval of the IBT and with knowledgeable members spreading the word about team concept's anti-union goals, participation in UPS's participation scheme will not happen. But it will be a rocky road because UPS does not give up easily.

... And They Made a Mountain Out of a Ground Hog Hill

John Youngermann
Local 688, UPS steward
St. Louis

Many of us have heard how notorious United Parcel Service is for flagrantly discharging employees without just cause. On Jan. 31, while under direct supervision, I had an experience that would lend credence to this notoriety.

During a routine delivery, as a customer signed for a package, he asked, "Is this a time study? Cause if it is give this guy good marks, he really does a good job. He's in and out." I thanked the customer for his comments and replied, "I have my shadow with me, and it's not even Ground Hog Day yet."

This comment was made in an effort to give the customer a lighthearted view of a very serious situation. My customers were becoming suspicious of what was becoming a common practice—for management to ride with me. The fact that my comment was made only a few days before Ground Hog Day made it even more innocent.

When I returned to my truck my supervisor, in a way that has still left my ears ringing, told me that he was insulted by my remark. He called UPS to get permission to discharge me and was apparently told to call back. Six

Before TQM comes to your worksite we recommend you read "Working Smart, A Union Guide to Participation and Reengineering Programs" and "A Union Strategy Guide for Labor Management Participation Programs", both by Mike Parker and Jane Slaughter. These books can be purchased from Labor Notes, 7435 Michigan Avenue, Detroit, Mich. 48210 (313)842-6262. These books are excellent weapons in what may prove to be the biggest threat to organized labor yet.

residential deliveries and another phone call later, my supervisor was given the OK to drive me back to the Earth City building to be discharged.

When we got to the building I was escorted to the center manager's office, and told I was being taken out of service for gross insubordination and tarnishing the company's good name.

Three days later my steward was told the reason was gross insubordination and conduct unbecoming a package car driver. This changed once more when I attended my local level hearing, after UPS had a week and a half to prepare, when I was told I was discharged for gross insubordination and failure to follow job methods.

I have subsequently been put back to work under innocent-until-proven-guilty language. My discharge has been reduced to a 13-day suspension by UPS who, ironically, stated they hoped I would not grieve the suspension. My suspension is currently in the grievance machinery. It deadlocked at the Missouri-Kansas panel and is scheduled to be heard at the JAC.

Ground Hog Day will never be the same at UPS. I just hope that every time a supervisor rides with me on Ground Hog Day it doesn't mean I'll have six more weeks of rides.

The Fight for a Good Contract

"Gearing Up For Our Future" is the union slogan for the current carhaul contract battle, and it's right on target. Because without job security, we have no future.

"I see the main battleground as the issue of job security," International Vice President Ken Mee told us. "This includes the need to tighten up Article 33."

As of late March, little progress has been made in national negotiations and the job security issues essentially have not been touched.

Ron Carey has been on the road to several locals to meet with carhaulers, hear their concerns, and build unity. More such visits are

slated. But the strong and unified call for a good contract needs to come from the rank and file in every carhaul barn in the country. Our message to the employers is to bargain seriously now or lose revenue and profits when our contract expires in May.

Bargaining Schedule

National negotiations are presently slated for April 24-28, and May 8 till the conclusion, near Washington, D.C. For a copy of the carhaul meeting schedule for the year for grievance panel hearings, as well as supplemental negotiations, contact TDU at (313) 842-2600.

Panel Reform a Top Priority

Gerald Gieg
Local 327, CCI
Nashville, Tenn.

For many years, reform of our panels has been an outstanding problem for members in carhaul. I have obtained a copy of the panel schedule for 1995, and some of the locations are Hilton Head, S.C., Scottsdale, Ariz., and Lake of the Ozarks, Mo. Great places if

you're a golfer, but how many carhaul locals are located in these resort areas?

I attended a National Panel meeting last year in Hilton Head, S.C., with my steward and the area was just picture perfect. We were surrounded on both sides with palm trees, lakes and golf courses.

The companies have the right to choose the location of half the panel meetings, and just like the negotiations up to this point, they concentrate on fun and games instead of taking care of business. This forces our local unions, stewards and members to spend that extra dollar to enforce our contract.

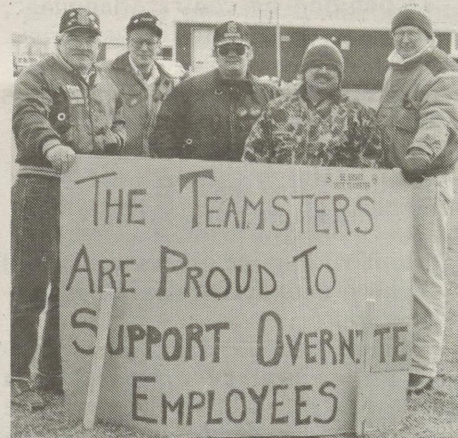
Ron Owens has already notified the employers that we are not playing games, and as the expiration date draws closer, they will eventually get down to business, but I believe that one of the messages sent by the membership is that we want these employers to get down to business, not only during contract negotiations, but during the life of the our contract.

We've made some real progress since we changed our leadership at the top, and we are beginning to see the results of that progress in some panel decisions, but the job is far from over. Let's stay the course and keep moving in the right direction.

Leaseway, Penske Merger

Roger Penske, well known in auto racing circles, has decided to haul cars as well as race them. In a \$200 million deal, Penske Dedicated Logistics offered \$20 for each of the 10 million shares of Leaseway's outstanding stock. The merger will make Penske Dedicated Logistics a close competitor with Ryder Systems as the leader in the truck leasing/service industry.

News of the merger caused Leaseway's stock to rise immediately. Stock jumped by \$6.68 a share to \$19.72 with 2.6 million shares changing hands in just one day. Penske intends to keep Leaseway Transportation operations separate from Penske Truck Leasing.



MILWAUKEE LOCAL 200 members show their support for Overnite workers.

Overnite

continued from page 3

waukee drive the company held a mandatory dinner at a fancy restaurant the Saturday night before the vote. That night, nearly 100 Teamsters crowded the bar at the restaurant in an orderly manner and gave words of encouragement to the Overnite employees as they headed toward their meals. The day of the vote some 300 Teamsters and members from other unions rallied outside the Overnite terminal to welcome them into the union. As Local 200 organizer Darryl Connell told us, "The membership here really made it happen. We can't let up until we've dotted the last i's and crossed the last t's. We knew we were looking good but we never let up, because Overnite won't ever give an inch."

There is no quick way to rebuild this union in freight. The Overnite drive is a good start. As Overnite workers in Detroit chanted after the successful vote there, "Con-Way is next!"

Using the Family and Medical Leave Act

Robert Schwartz

The Family and Medical Leave Act (known as the FMLA), was passed by Congress in 1993 to protect employees who need time off from work because of serious medical conditions, ill family members, or because of childbirth, adoption, or foster care needs. It received a brief period of national publicity.

Nevertheless, it appears that most union stewards and officers remain unaware of the FMLA or have only a cursory knowledge of its provisions. As a consequence, unions are not using the law as they should. In some cases, members who could contest discharges by invoking the FMLA are not being informed of their rights.

This article describes the most important FMLA rules. To obtain further information, visit the nearest office of the U.S. Department of Labor, Wage and Hour Division, and request copies of the latest FMLA regulations.

Major Features

The major features of the FMLA include the following:

- Covered employers must grant eligible employees up to a total of 12 work weeks of unpaid leave during any 12-month period for one or more of the following reasons:
 1. For the birth of an employee's son or daughter.
 2. For the placement of a child with an employee for adoption or foster care.
 3. For care of an employee's spouse, child, or parent suffering from a serious health condition.
 4. To treat or recover from a serious health condition that renders the employee incapable of performing one or more of the essential functions of his or her job.
- Employees who need time off from work because of their own medical conditions or because of a family members' condition may leave work for hours, days, or weeks at a time. Employees must be put on part-time work schedules if medically necessary.
- Employers must continue group medical insurance coverage for employees on FMLA leaves.
- Employers must restore employees to either the same position held previously or to an equivalent position.
- Subject to certain conditions, employees may insist on using accrued paid leave to cover some or all of their FMLA leave even if the paid-leave policy states that paid time must be taken during certain time periods or for minimums of one day or one week.
- Employers may not use FMLA absences as a basis for warning letters, citations, forfeit of attendance bonuses, or other disciplinary actions, despite "no-fault" absenteeism policies.

Employer Coverage

The FMLA applies to all private sector employers with 50 or more employees and to all federal, state and local government employers. When counting employees, part-time and

temporary employees are included. Employees on lay off are generally not counted.

Note: Some states provide FMLA-type protection for employees of enterprises with less than 50 employees. For example, Massachusetts requires maternity leaves at enterprises with six or more employees. Check your state law for additional coverage.

Employee Eligibility

To qualify for FMLA leave, you must have worked for your employer for a total of at least 12 months. The months do not have to be consecutive. You must also have worked at least 1,250 hours within the 12 months prior to your request for leave. Furthermore, a "small workplace rule" requires that there be at least 50 employees working within 75 miles of your worksite.

Enforcement

The FMLA is enforced by the Wage and Hour Division of the U.S. Department of Labor. Employees who are denied FMLA leave or benefits, or are refused re-employment after a covered leave, should file a complaint with the Wage and Hour Division (no lawyer needed). A private lawsuit may also be filed. In cases of willful violation, the damage award can include double back pay.

Depending on contract language, unions may be able to file grievances on FMLA issues. The best recourse, however, is to file both a union grievance as well as a Wage and Hour complaint.

Using the FMLA to Contest Discipline

The FMLA gives unions a new tool to contest employer discipline for absenteeism.

The union should make a careful investigation into the reasons for an employee's absences. If the employee has a serious medical condition which is responsible for his or her absences, and if the employee gave the employer correct notice of the reasons for each absence, then these absences come under the FMLA and cannot be used as a basis for discipline or discharge. The union should inform the employer that a grievance will be filed and that legal action will be taken at the Department of Labor, including a claim for double back pay.

Light Work Programs

Employees who suffer serious injuries or illnesses, either on or off the job, are entitled to FMLA leave. Some employers try to avoid such leaves by assigning the employee to "modified work" or to a different position. Do employees have to accept such assignments?

As a result of the FMLA, the answer is no. The FMLA guarantees time off if an employee cannot perform one or more of the essential duties of his or her own position. An FMLA employee is not required to accept an employer's light-duty job offer. Ordering light duty or punishing employees who refuse light duty are FMLA violations.

Of course, since FMLA leave is

usually unpaid, employees may want to accept a light-duty job offer. This is their prerogative. Also, if they are receiving workers' compensation there may be pressure to accept the light-duty job offer to avoid a cut-off in workers' compensation benefits. Nevertheless, an employee who prefers to have time off, perhaps planning to use accrued vacation or sick leave, is entitled to make this choice without risk of discipline.

Qualifying Medical Conditions

Not all medical disabilities qualify an employee for FMLA leave. The medical problem must be a "serious health condition." Conditions which involve overnight admission to a hospital meet this definition. So do chronic conditions such as orthopedic injuries, asthma, allergies, and bronchitis. All disabilities resulting from pregnancy qualify which means that an employee may come into work late, leave work early, or take days off as a result of nausea, morning sickness, dizziness, or other problems relating to her pregnancy.

Short-Term Illnesses or Injuries

In order for a short-term illness or injury to qualify as a serious medical condition, it must incapacitate the employee or family members from working or performing routine daily activities for more than three consecutive calendar days, and must require continuing medical treatment from a health care provider such as a doctor, nurse practitioner, chiropractor.

"Continuing medical treatment" means either two or more visits to a provider; or one visit plus a regimen of continuing care such as the use of prescription drugs, special equipment, or an instruction to report back to the provider if the condition does not clear

up.

An employee whose flu condition causes absence on Tuesday, Wednesday, and Thursday does not come under the FMLA because the incapacity period is too short. An employee who has bronchitis for four days, sees a doctor on more than one occasion, or is put on prescription medications, qualifies under the FMLA.

A parent whose child has an ear infection does not qualify for FMLA leave unless complications develop, the illness lasts for more than three days and it requires prescription medications, or continuing medical visits.

Weekends and other non-scheduled days are included in determining whether a disability lasts for more than three days. Thus, an employee who suffers a knee injury on Friday and is unable to return to work until Tuesday, satisfies the more-than-three-day rule and qualifies for FMLA leave (assuming he or she received "continuing" medical care).

An employee who has a chronic medical condition receives FMLA protection for absences of one day or even for a few hours if the chronic condition flares up and prevents the employee from working. The employee does not have to see a health care provider during such absences.

Employees who suffer from chronic conditions should alert the employer to the nature of their condition and to the possibility they will need periodic absences from work.

Intermittent or Reduced Schedule Leave

It is sometimes necessary for an employee who is recovering from a medical problem to go on a half-time or other reduced schedule. If the

continued on page 7

New, Updated Version Now Available!

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

New release is expanded and fully updated. A vital resource for stewards and activists.

Price: \$9.95 each (postage and handling included).

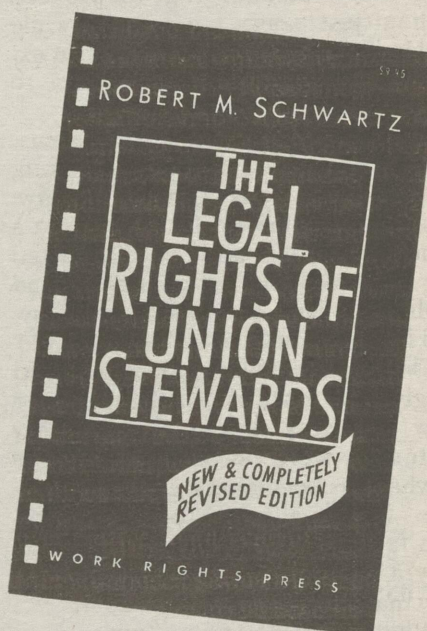
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Signature _____

Send to: TDU, Box 10128, Detroit, Mich. 48210



Pension Trustees Must Be Accountable

continued from page 1
members would be.

Contributions Made by Employers

Here's a no brainer. When contribution rates are higher, you can generally give a better benefit, with the proviso that it is the trustees and/or the bargaining committees who decide how to distribute employer contributions between pension and health and welfare benefits. Check the chart this page for some of the larger pension funds and their contribution and benefit levels. (Note that the Western Conference Fund is not included in this chart, as its benefits do not follow the 30- and 25-and-out model.)

Investment Policies and Trustee Decisions

In some funds the trustees are directly accountable to the members they represent. Investment policies and trustee decisions can make or break an elected administration. Often this reality is reflected in the benefit levels of the fund. It is in the best interest of accountable trustees to maximize benefit levels, keeping in mind their fiduciary duty to make prudent decisions. Good, safe investments with

a sensitivity to the needs of the participants are a good combination for a progressive pension policy.

This reality may play a big role in explaining some of the differences in benefit levels between funds like locals 804, 177 and 710 where the union trustees are directly accountable to active participants. On the other end of this spectrum are the Central States trustees. There is virtually no direct accountability to participants. In fact, all of the union trustees and/or candidates they supported were rejected by the rank and file in the last general election, yet they remain as trustees.

Just recently, an opportunity to reform this situation was squandered when a selection procedure that keeps union trustees accountable to the same old guard club of union officers was adopted. Thanks to these old guard officers, the Central States trustees will remain the same old "business as usual," arrogant, non-accountable group we have seen in the past. (A similar problem of unresponsive, pro-employer trustees exists in the Western fund.)

What Can Be Done?

Starting late this summer and con-

tinuing until the 1996 IBT Convention, delegate elections will be conducted in all local unions to determine who your convention delegates will be. If you want pension reform that will make the trustees accountable to the participants who pay the freight, you must elect reform delegates who will introduce and support pensions reform amendments to the IBT Constitution.

The Carey administration is on record as being in favor of these types

of reforms. Old guard candidates and their supporters have shown us by their actions on the recent trustee selection procedure for the Central States funds that they favor the good old boy system that has existed for years. It's a system that must go so that pension and health and welfare decisions will be made with more accountability to the members. Insist that your elected delegates support pension reform that will make fund trustees accountable.

Employer Contributions and Benefit Levels

The following figures represent benefit levels for full-time UPS employees.

Fund	Employer \$ per mon.	30-and-out	25-and-out
New York Local 804	\$515.93	\$2,800	\$2,300
New Jersey Local 177	485.48	2,500	2,000
Illinois Local 710	480.63	3,100	2,500
Virginia JC 83	472.84	3,000	2,500
Chicago Local 705	467.64	2,800	2,300
West Virginia JC 84	437.67	2,000	1,500
Central States	433.00	2,000	1,500
Washington, D.C., Local 639	399.23	2,200	1,550
Missouri Local 688	396.20	2,100	1,600

Using the Family and Medical Leave Act

continued from page 6

schedule is prescribed by the employee's physician, the employer **must comply**. Even an employer that has never allowed part-time work must make an exception for an employee whose medical condition qualifies under the FMLA. Furthermore, the pay and benefits under the part-time schedule must be equal to the pay and benefits (per hour) on the former full-time schedule.

Employers who question whether an employee needs a reduced-work schedule can insist that the employee have his or her physician fill out a medical statement certifying the need for the schedule. The employer can also require that the employee see a physician selected by the employer for a second opinion. If the two doctors disagree, a third doctor can be mutually selected (at the employer's expense) to resolve the dispute.

An employer can reduce problems caused by a reduced-work schedule by assigning the employee to an alternative job which better facilitates part-time work. The transfer job cannot be one which is oppressive to the employee, such as an extremely dirty job or one which has difficult hours. The part-time job must pay the employee's former rate and benefits. When the employee's FMLA leave is completed, he or she must be allowed to return to the original position or to an "equivalent" job.

What Is the 12-Month Leave Period?

The year in which employees take their 12 weeks of FMLA leave can be defined in several ways. It can be a calendar year, anniversary year, fiscal year, or a "rolling" year.

Unions usually demand a calendar

or anniversary year. This allows an employee, if it should become necessary, to take as many as 24 consecutive weeks off for a serious health condition (12 weeks off at the end of one year and 12 weeks off at the beginning of the next year). The rolling year method, a more complicated system, prevents such stacking. The definition of the leave year is one of the important issues that must be bargained between the union and the employer.

Child Birth and Childcare Leave

Under the FMLA, both fathers and mothers are entitled to take 12 (unpaid) weeks leave for birth, adoption, or foster placement. The leave must be completed within one year from birthdate or placement. Thus, a mother can take 12 weeks after birth. When her leave is over, the father, if employed at another employer, can take 12 weeks. In this way, 24 weeks of parental coverage can be obtained.

If the mother and the father are employed by the same employer the employer can restrict the total amount of FMLA child care leave to both employees to 12 weeks.

An employee who has used up several FMLA weeks prior to giving birth may only have a few weeks left for maternity childcare leave. However, if the employee works in one of the many states that mandates maternity leave, she may be able to utilize the full state law leave time.

Note: Unless the employer agrees, employees have no FMLA rights to insist that child care leave be taken intermittently or by means of a part-time schedule.

Interaction With State Laws

Prior to the FMLA, some states

passed their own family and medical leave laws. Most of these laws are weaker than the FMLA and the FMLA therefore governs. However, some states provide longer periods of leave time, cover smaller employers, or extend leave privileges to family members other than those specified in the FMLA. Wherever a state leave law is superior to the FMLA, the state law takes precedence.

Collective Bargaining

The FMLA displaces any conflicting collective bargaining provisions which provide less benefits or impose procedural barriers to FMLA leaves. A union agreement to accept less time off than is guaranteed by the FMLA or to accept less time of than is guaranteed by the FMLA or to accept weaker return-to-work provisions is not binding on FMLA-eligible employees.

The FMLA, however, leaves many issues to be bargained between the union and the employer. These include: the year in which an employee can take his or her 12 weeks of leave; whether employees will have to periodically recertify their medical conditions; whether non-health insurance coverage will be continued during FMLA leaves; whether vacation time will accrue during FMLA leaves; and how third physicians will be chosen to resolve deadlocks.

Employer Notice Requirements

The FMLA imposes several notice requirements on employers. These include the following:

Posted Notice. All covered employers must post Department of Labor approved FMLA notices informing employees of their FMLA rights. These notices must be posted

even if the employer contends that none of its employees are eligible for FMLA leaves. Posters must be in foreign languages when necessary. Fine is \$100 per offense.

Handbook Notice. The employer must revise its written handbooks and policy manuals to include full information on the FMLA and all procedures that must be followed by employees seeking FMLA leave.

Written Notice. When an employee requests his or her first FMLA leave during each six month leave period, the employer must provide a specific written notice to the employee explaining the FMLA, the employer's policy towards FMLA leaves, employee obligations to provide medical certifications, if any, and other information about the FMLA needed by the employee. The employer must repeat this written notice for each subsequent FMLA leave unless the terms of the notice are made clear in the published employer policy manual and clearly explained in the initial written notice.

Oral Notice. For each subsequent leave request the employer must provide oral or written notice if a medical certification will be required. The employer must also give the employee oral or written acknowledgement that the leave **has been designated as FMLA leave** and will be subtracted from the employee's annual 12-week allotment. The employer may give this notice orally within two business days of the leave request, **but must put it in writing by the date of the next paycheck.**

— Robert Schwartz is a Boston labor attorney and author of "The Legal Rights of Union Stewards."

INSIDE OUR UNION

New York Local 810 Severance Fund

\$650,000 Restored to Union Treasury

Three former officials of New York Local 810 have settled legal action initiated by the International union and abandoned their attempt to walk away with one-third of the local treasury.

Carey Names Panel to Probe Funding of 'Real Teamsters'

A fact-finding panel has been named by Teamster president Ron Carey to determine whether the Real Teamsters Caucus (RTC) is "using members' dues money in ways that violate the union's constitution and federal law."

The panel is established under the powers of the General President under Article VI, Section 2 of the IBT Constitution. The panel is to report back to Carey on its findings.

The Real Teamsters Caucus is the grouping that the old guard officials, who ran the International union prior to 1992, set up last June. It is heavily funded from dues money, mainly from a number of joint councils.

TDU leaders are among those who have lodged protests that the RTC is a campaign organization set up to oppose and defeat Carey and other reform leaders. TDU organizer Ken Paff, in his report to the TDU Rank & File Convention last October, said the organization would take the lead in the fight to stop this funding scam. Paff stated, "We don't object to them form-

Dennis and Steven Silverman and Max Sanchez had attempted to take a combined total of \$650,000 from the local treasury as a special severance plan set up for themselves, over and

ing a caucus. After all, we formed one ourselves. But they can't use the union treasury as their piggy bank. Hell, Hogan and Riley each made \$300,000 last year in Teamster salaries, let them use that."

The issue is presently in federal court in New York, on a case initiated by the RTC leaders, which provides the forum for those who oppose this diversion of union funds.

RTC leaders claim it is not political at all, but merely a nonpartisan educational caucus. Right, and the moon is made of green cheese.

The fact-finding panel set up by the General President consists of Gary Tiboni, president of Cleveland Local 436; Ron Ashlock, secretary-treasurer of Modesto, Calif., Local 748; Corinne Rozzi, president of Rochester, N.Y., Local 398; Richard Nelson, president of Oklahoma City Local 886; and Robert Bouvier, secretary-treasurer of Montreal Local 1999. None of the five are members of either the RTC or of TDU.

International VP Faces Charges

International Vice President Gene Giacumbo faces three charges by the Independent Review Board (IRB), and a hearing slated for late April may determine the future of his union career.

All three charges arise out of the period when Giacumbo was president of the 400-member Local 843 in Newark, N.J., until he was voted out in December 1992. The first charge involves adding to the union rolls commis-

IBT Vice President Loses in Own Local

A single-vote margin cost reform Teamster Pete Tierney the president position in Newark, N.J., Local 843 in a rerun election for that single post. The members elected Greg Drucker to fill the remainder of the term in the 400-member local at the Anheuser Busch brewery.

"Real Teamster" Gene Giacumbo, who rode to an International VP position on Ron Carey's coattails before turning on him, attempted a political comeback in the race, but finished third with only 52 votes. He used campaign leaflets with a big picture of Hoffa Junior saying "843 MUST elect Giacumbo," but the members chose to ignore Junior's orders. He also had leaflets with R.V. Durham's picture and endorsement, similarly to no avail.

sion salespersons at a travel agency where a friend of Giacumbo's worked. It is alleged that the goal was to aid the agency in getting Teamster travel business, and to permit those persons to vote for Giacumbo in the 1992 election. No agreement was ever bargained, and initiation fees were waived.

The second and third charges involve financial abuses and double dipping on expenses. Allegations include signing other officers' names to checks, making large purchases without authorization, use of the union credit card for personal matters, double dipping on the union car allowance, and others.

When asked about the IRB allegations, Giacumbo lashed out at "leftists, communists, and federal judges" but declined to comment on the charges themselves.

The IRB is the three-person panel established by the consent order to root corruption out of the Teamsters; two of its three members were appointed by the government (Judge Frederick Lacey and William Webster) and one was appointed by the IBT (labor attorney Grant Crandall).

Giacumbo was elected an IBT VP in 1991 on the Ron Carey slate, but went over to the old guard. He travels to various locals as a speaker for the Real Teamsters Caucus to denounce Carey and Teamster reformers.

above their lucrative multiple pensions. Just before the local was put into trusteeship by the IBT, the officers amended this plan to say that the money would go to them even if they were removed for wrongdoing.

Ron Carey stated that due to the International's legal action, "The members' dues money will be working for the members, not lining corrupt officers' pockets." Also, the agreement provides that Dennis and Steven Silverman are barred for life from the Teamsters.

Charges against the Silvermans made by the International, which has the local in trusteeship, involve converting union funds for personal use. These include providing a car and driver for Milton Silverman after he was convicted and removed from the union, home improvements on their

Old Guard Invents "Secret List"

Mack, Durham, Stone Spread Panic

In early March the word suddenly spread throughout Oakland, Calif., Local 70—headed by Chuck Mack—that a "take-over" by the International union was imminent. Stewards were told they would have to protect the union hall from some kind of invasion. But no invasion or take-over occurred.

Has someone been reading the *National Inquirer*? Or is it an orchestrated campaign to create panic among Teamster members?

A leaflet issued by Hoffa Junior's PR man Richard Leebove stated that Ron Carey has a "secret list" which is contained in a "confidential memo listing over two dozen joint councils and

NY Local 807 Put into Trusteeship

'United Nations of the Mob'

An emergency trusteeship was placed on New York Local 807 by IBT President Ron Carey on March 6. Carey was armed with a 64-page report that detailed a web of dealings between associates of several New York crime families and Local 807's operations at the Jacob Javits Convention Center.

Local 807's practice has been to fill the high-paying convention center jobs with friends, relatives and those with ties to organized crime, rather than have a bidding or seniority system.

Court Says 'No' to Union Funds for Conference Attorneys

Judge David Edelstein of New York on March 15 denied a motion by the leaders of the former area conferences to use union funds to pay the fees of the law firm of Dickstein, Shapiro and Morin. The conferences had established an escrow fund, and placed at least \$600,000 from conference treasuries into it, in their effort to stop the elected IBT leaders from eliminating the conferences.

residences, membership fees at exclusive private clubs, and more.

Tony Veltry, a Local 810 steward running on the Fred Cubero

Slate in the upcoming election to end the trusteeship, told us, "This is the way Local 810 has been run—by and for a few rich officers. We're running to change all that. The Silvermans are gone but their BAs and friends aren't. It's up to the members to chart a new course for this local."



numerous local unions that are to be immediately trusted." No such memo or list exists, and that's why although they claim to have obtained the memo, it has never been produced. Because it's fictional.

But Mack, Durham, and other officials have used the fiction to spread the divisive lie that over half of all joint councils and numerous locals will be immediately put into trusteeship.

T.C. Stone, secretary-treasurer of Dallas Local 745, went further. He used the fiction to transfer \$750,000 from the local union treasury to his attorney, James Hicks. That move is now under investigation.

"The Javits Center has become a United Nations for the mob," Carey said. "The Gambinos, Genoveses, Bonannos, Columbos and Lucheses—these are the people whose friends are getting many of the good jobs."

Carey has now put 41 locals into trusteeship, many of them for corruption, as part of his reform program. Old guard officials, including New York Joint Council 16 President Anthony Rumore and Hoffa Junior, have criticized Carey for the trusteeships.

When the conferences were abolished last June, the International directed the law firm to return the money to the union treasury. Now the federal court has agreed that the funds cannot be spent by the attorneys. This decision does not automatically mean the money will be returned to our union treasury: the old guard's attorneys will perhaps sit on it or try further legal tricks to get into it.

Interview with Bill Slater

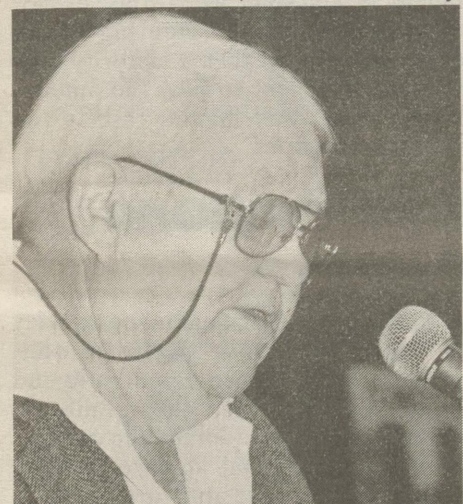
We Must Counter Their Lies with Truth

Bill Slater, a retired carhauler and TDU activist in Local 315 in northern California joined the Teamsters union in 1954 and has been a leader in the rank and file movement for nearly 20 years now. He made his first speech in March 1979 at a TDU protest rally in Washington, D.C., where he explained "TDU's reason for being in business — to organize and rebuild our union and regain the confidence of the American people, and to tell the employers that we will not lie down and become their slaves." Since then, Slater has become a regular speaker at numerous TDU Conventions and meetings, most recently the 1994 TDU Convention.

Convoy Dispatch recently had the chance to chat with Slater about events of the past three years and the meaning and significance of the upcoming delegate and International officer elections in 1995-96.

Convoy Dispatch: It's been over three years now since the historic 1991 election. How have things gone? How has Ron Carey done?

Bill Slater: Well, there are many



Durham Pulls Out, But Doesn't Endorse Hoffa

Millionaires Meet to Choose Candidates

R.V. Durham, who ran for Teamster president in 1991 at the head of the main old guard slate, has pulled out of the race, at least for now. He also called on Jimmy Hoffa Jr. to "also be willing to step aside if it becomes necessary in order to pull together a united ticket ... that is electable."

Durham's comments were in a letter to Hoffa dated Feb. 21, following a meeting in Chicago of certain old guard officials.

In March, another old guard summit was held in Chicago, but the gathering did not reach consensus. Hoffa Junior is in no mood to pull out. Others are jockeying for position: Frank Wsol of Chicago Local 710 wants Billy Hogan

Election Rules Due Out in April

The Election Rules that will govern the coming delegate elections and the IBT election are expected to be published in mid-April, according to Election Officer Amy Gladstein. The rules are being prepared after Gladstein gathered input from Teamster members and officers on her proposed draft rules.

TDU submitted 23 pages of com-

ments on the proposed rules in March, suggesting a number of areas where they could be improved to provide more access for working Teamsters, and a more level playing field.

To get a copy of the rules, write to the Office of the Election Officer c/o the IBT, or call (800) 565-VOTE. To find out more information on the election process, contact TDU.

things we can be proud of as Teamsters and TDUers. The Carey team did what they said they were going to do: cut the perks, the limos, the pensions, the multiple salaries, the conference bureaucracies, and Carey cut his own pay. And he stopped the old guard love-in with management by taking on the car-haul, freight and UPS negotiations head on despite the old guard's open collaboration with management.

One of the great pluses has been the *New Teamster* magazine. It's the first Teamster publication I can remember having space where the members can express their opinions.

I also like how Carey's got the guts to take on the corporations and I like the way he does it, with new tactics like corporate campaigns and the like.

If there's a criticism I think it's that Carey held out the olive branch for too long to the royal Teamsters. I would have knocked down five or six of the elite old guard right away. This would have let the rest of them know that he meant business and it would have given the membership a big boost for their morale. But hindsight is always better.

CD: What do we need to be doing right now?

Slater: We should be concentrating on how important the upcoming delegate elections are.

This may well prove to be the most critical vote in Teamster history. If the old guard dominates the election they'll rewrite the constitution so as to strip Carey of any real authority and in its place we'll see "local autonomy," whatever that means, which will bring back multiple salaries and pensions and it'll be party time all over again.

They'll be careful to walk within the confines of the law, so it will be a cautious party time, but one thing is for

sure, they will be quick to squash any dissent because they certainly won't want to take another butt-kicking like the one that TDU has given them.

On the other hand, if we control the convention you can pretty well kiss the royal Teamsters goodbye. I don't think they will have the energy to mount another campaign. But they're in a win-win situation. If they lose they retire on their multiple pensions and head to the country club.

Of course Hoffa Junior is just a facade the old guard is hiding behind in hopes they can sneak back in and regain their fiefdoms. I feel confident the rank and file can see through this deception. After all, what has he done that qualifies him to lead the Teamsters union? Nothing that I know of.

Like I said at the TDU Convention — we're in a propaganda war. We have to counter their lies with the truth. And hammer away again and again at the accomplishments of Carey. We need a network of people out there to distribute and talk about these things. We have experience from the '91 campaign to guide us. We need to get back to the core people.

CD: What's at stake?

Slater: Not only the Teamsters union but the entire labor movement could be in jeopardy. I am not in the business of building idols, but in my opinion Ron Carey is the only guy to come along in many years who has proven himself to be a rank and file leader. A working class leader. And lord knows that if there is one thing that workers are in dire need of, it is a working class leader. There is no way that the leadership of the AFL can turn labor's decline around, especially with old bastards like Lane Kirkland running it.

CD: Last time it was an all-out grassroots effort. Thousands of Teamsters got actively involved and the intensity ran high. Can we duplicate that effort this time around?

Slater: We'd better. We've got to double our numbers from last time. The delegate election is the crucial vote. It'll play on how Carey handles himself after the convention. We have advantages this time we didn't have before.

It's a hell of a lot of work. But it has to get done or we'll have lost everything.

CD: Some people say it's too early to be thinking about delegates and the election. What do you say to them?

Slater: It's already late. There are seasonal delegate races this summer. But we can do it. I know we can.

CD: Why is it important to have rank and file delegates at the convention?

Slater: It keeps the officer corps from becoming the good ol' boys club. The rank and file is closer to what's going on. It breaks up the old gang. We have history to prove that.

CD: In the last election the Durham Slate put up a good deal of money out of their own pockets. Just how deep will they dig this time?

Slater: They'll risk everything. They'll dig deeper. They'll do everything they can possibly think of doing

to win back their positions. If they lose they'll cash in their multiple pensions, grab the golf clubs and head to the country club.

And we can't forget the employers. History proves they will support the old guard as they did during the UPS and freight strikes.

CD: The strike fund is on everyone's mind. What can be done and will it be taken to the convention?

Slater: Something has to be done. How to go about it? I tell people who ask — you had a chance to vote on it. Prior to Carey they wouldn't have even looked at you. They talk about the finances. Where did the money go? It went to the strikers. Money was going out and none was going in. The convention is the place to bring it up.

CD: The old guard charges Carey with singling them out for attack, that he's out to get them and he's dividing the union.

Slater: Did they commit the crime or not? Are they saying if they commit the crime and Carey says nothing that it's okay? He's been doing good on this with the trusteeships and he followed what he said he was going to do.

CD: Some local leaders are making the pretense of moving away from the old guard, becoming so-called "fence riders." They say they're just not going to kiss Carey's butt. What's your response?

Slater: It seems to me they've been kissing everybody's butt all these years. To not kiss butt would be a departure from their past practice. And no one is being asked to do that. Either you support the man or you don't. I have more respect for the officials who say "screw Carey" than the ones who say maybe I'll screw him, maybe I won't.

CD: What's the role of TDU in all of this?

Slater: We have to get all the grunt work done. We need to keep hammering away and hammering away.

CD: What's the situation going to look like after 1996?

Slater: Assuming Carey wins, and we win the delegate races, we'll be well on the way to turning the labor movement around. What we face now is a problem of leadership. We don't have any leadership. No Lewis. No Reuther. They used to be in the news everyday. We've got to be willing to make news. Start educating people about what they're about to lose. And Carey's that kind of leader.

If we lose, just look at what's going on now. More and more people on the street. Tens of thousands of people who never dreamt they'd be working for \$6 instead of \$16.

CD: Will we win?

Slater: We will win if we can generate double the level of enthusiasm from 1991. These guys are ready to go to war. I'm confident, but there are many variables between here and there. We've got the team. We've got the paper. But I'm concerned about the delegate elections. People need to be aware of what it amounts to. There will be some horrible damage if we don't have delegates who support Carey.

TDU, LOCAL UNION NEWS

Members Win Bylaws Reform

continued from page 1

worksites as we could. Some members took off work using vacation days or personal days in order to get the job done. We also organized a well attended meeting one week before the vote, and I think that helped motivate people to get involved."

Arguments that a mail-in, supervised election would increase member participation, be more convenient and more confidential helped convince members to vote for the amendment. As for cost? "We did our homework here too," says Lloyd. "We did some research and got a cost estimate from a neutral third party that has considerable experience in conducting union elections. We found that the cost was nearly the same. Bernie had nowhere to turn."

Bylaw campaigns are an arduous task. In most locals passage of bylaw changes take two-thirds of the members attending a specially called meet-

ing to vote for the change. Is it worth it? Just ask the reform members in Local 7. The formula for making your bylaws more democratic and getting the changes passed is plain. You have to work your tail off.

"This is a great victory for the members of Local 7," says Lloyd. "Let's hope the executive board got the message."

Minnesota

"This is a victory that puts an end to authoritarian rule by the secretary-treasurer of the local." That's how Herman Johnson, TDU member in Minneapolis Local 320 described their recent victory on a bylaws vote in the local. The members passed two amendments that put in a measure of accountability for the principal officer. All decisions by the principal officer on hirings, firings, expenses, and the like will now be subject to the approval

of the local executive board. A third amendment restores a three-year term of office for elected officials. Local officials had been holding five-year terms of office because of special provisions in Minnesota law regarding public employee unions.

The victory was spearheaded by a tremendous outreach effort on the part of local activists. From January, when the amendments were proposed, until the vote in March, activists visited worksites nearly every day to campaign for the amendments. On the day of the vote several members travelled over three hours from outstate Minnesota to attend the meeting. Others working the afternoon shift took a few hours out of their vacation time to be there.

It was the largest turnout for a union meeting anyone could remember in years and sent a strong signal to the local leadership that the members are ready for a change in how the local union's affairs are handled.

Waterbury, Conn.

Waterbury, Conn., Local 677 members declared a different kind of vic-

tory. Though they fell 29 votes short of the required two-thirds, a majority of the members voted by a 139-114 margin for an amendment to provide elected stewards. "The members came out in large numbers to get involved and state their opinion on this important issue. The message they sent was loud and clear. We want change. We want democracy," says TDU activist Joe Atkins. Elected stewards are a part of the International's Model Bylaws, designed to increase democratic participation by the membership. The local leadership opposed the amendment and campaigned against it, but could not carry a majority. One officer declared the local already had steward elections—if 51 percent of the members at a shop petitioned for an election, the local would conduct one. A bylaws provision would hold local officers to their words. Elected stewards was an issue that hit home with many members, and some who turned out for their first union meeting were surprised to find that a majority vote was not sufficient to pass the amendment. That won't be the case in the delegate elections.

Milwaukee Local 200

Solidarity Wins Contract

Milwaukee Teamsters held firm during a bitter three-day strike against TLC Services, a local trucking company.

TLC employees were organized into Local 200 in October 1993, but the company had stonewalled on contract negotiations for over a year. This past January a new team of reformers took hold of the reins at Local 200 and immediately set upon the task of hammering out a first contract. Business agent Chris Varsos asked for and received a strike authorization vote from the TLC employees working without a contract.

Support for the strike was solid as over 100 rank and file Teamsters and all the officers from Local 200 held the picket line for three days with TLC workers. Rank and filers from nearly every major terminal in Local 200 turned out to show their solidarity, including Teamsters from the recently organized Overnite terminal, as well as officers from Milwaukee Local 344. At times the strike turned violent and the weather bitterly cold.

Strike breakers crashed through the picket line twice with their vehicles, sideswiping officers and members

alike. One strikebreaker was arrested and charged with reckless driving. Later that night he was arrested again on assault and battery charges for attacking a TLC worker at a grocery store. But nothing could deter the spirit and solidarity of the striking workers and their Teamster allies. In fact it made them all the more determined.

On the third day of the strike TLC agreed to terms with Local 200. The strike was called off, pending ratification of the contract. Nearly 100 TLC employees will be covered by the contract that includes time-and-a-half pay for overtime, wage increases, and the security of a union agreement.

Darryl Connell, Local 200 organizer says, "The successful strike in Milwaukee also sends a message that when reformers take office they're ready to roll up their sleeves and fight for what's right and just no matter what it takes to get the job done."

As Local 200 secretary-treasurer Frank Busalacchi stated, "Win, lose, or draw we want employers to know when they take on Local 200 they're going to have a fight on their hands."

Reformers Win Two Positions In Roanoke, Va., Rerun

In a very close election, with a turnout of over 64 percent, TDUs Steve Smith and Roosevelt Via won positions on the Roanoke, Va., Local 171 executive board in a rerun election.

Local 171, headed by Jim Guynn, was ordered by the General Executive Board to rerun the fall 1993 election because of confusion over the balloting procedure. A disproportionately large number of ballots were voided because voters failed to put their name and address on the return envelope. Guynn and his incumbent slate won all seven positions in the first election. Smith and Via won trustee positions in the rerun election, with Guynn escaping defeat by only 94 votes.

Solidarity in Scranton, Pa.

International Strike Fund Best Defense Against Union Busting

Tom O'Keefe
Local 229, CF
Scranton, Pa.

The 20 employees of Nivert Metals voted to be represented by Scranton, Pa., Local 229. Instead of negotiating a contract, the company responded by hiring permanent replacements, paying them three dollars an hour more than the workers were earning before the strike. Evidently this is a strike about union busting, not economics.

At our Local 229 union meeting, our Executive Board asked for a \$5 donation from each member to help the strikers at Nivert. Response has been good, with money coming in from

various barns.

At Mt. Pocono CF, we decided that since we now have innocent until proven guilty in our contract, the \$800 from our TDU-initiated Firing Fund should be turned over to the strikers at Nivert Metals. A food bank and other fund raisers are being looked into. With the outpouring of aid from the membership, I believe that this battle will be won.

Nivert is not the first union-busting struggle, nor will it be the last, as companies are on the offensive. Our best defense is a strong International Strike Fund, as proposed by President Ron Carey. Let your local officers know that you support Carey's initiative.

1995 TDU Rank & File Convention

Oct. 13-15
Henry VIII Hotel, St. Louis

The battle for the Teamsters union is on. Soon locals will be electing delegates to the 1996 International Convention, delegates who will determine our union's future.

If you want to be part of shaping that future, make plans now to be at the TDU Rank & File Convention, Oct. 13-15 in St. Louis.

LETTERS FROM OUR MEMBERS

Reelect Carey

I would like to see Ron Carey reelected as president of the IBT. We need him to continue the good job he's started. I did not vote for Carey in 1991.

Billy Humble
Local 480, Yellow Freight
Nashville, Tenn.

UPS, Haz Mat and Contract Carriers

In the February issue of *Convoy Dispatch* you wrote about the problem of contract carriers at UPS. I and a few others here in Local 710 have sent letters to OSHA questioning some serious hazardous materials handling violations we have seen here at UPS.

Hazardous materials handled by UPS are not required to be placarded. Drivers must be specially trained in the proper handling of materials in case of a spill. I suspect UPS is violating their own rules in this matter.

Since the \$3 million fine imposed on UPS by OSHA we have all received extensive training in hazardous material handling. I hope and

pray that there is the same training for each and every contract carrier moving these loads for UPS. Even if the drivers have a haz-mat endorsement they should still be trained in the methods employed by UPS.

I encourage other TDUs to write along the same lines to OSHA and the DOT. UPS may be violating its own practices, the law, and posing a serious hazard to health and safety in the workplace.

Frank McSweeney
Local 710, UPS
Plainfield, Ill.

Reform: A Way of Life

Reform— isn't that what we struggled and fought for for so many years? Reform is not just a word, it's a way of life. Concerned Teamsters will be going backwards, giving up all we worked for, if we don't support reform and continue the past victories.

Every one of us, present Teamsters and retirees, built the union. It did not come easy. We saw what happened when some of our "leaders" became too powerful, and it became impossible to distinguish them from

the owners. Not a day went by without harassment from both sides.

Our love for the union, the Teamsters, was our strength. Reform became the catalyst that changed forever the old way. We will not go backwards! Support brother Ron Carey, and get involved in your union.

Christos Kourambis
Local 707, Sanborns, retired
Absecon, N.J.

Pension Inequality

My neighbor retired 30 years ago and gets \$135 per month pension. I retired 12 years ago and get \$625. A friend of mine retired six months ago and gets over \$2,000. Why is this?

When I joined the Teamsters in 1945 the BA got about as much pay as a working Teamster made. What do they get now? Many nights we went out and helped to organize people into the union. What do present Teamsters do to earn their pensions?

Delmar Prange
Local 26, Yellow Freight, retired
Danville, Ill.

Trustees Were Not Appointed

The March 1995 issue of *Convoy Dispatch* gives a short biography of each of the current trustees. According to the article, each was *reappointed* to the trustee position at the 1991 IBT Convention.

This is a totally false statement. It is an editorial revision based on the political strategy of TDU to simplify the current political struggle in our union into an "us vs. them" battle. This petty bourgeois strategy results in the negation of those rank and filers such as myself who cannot be categorized as either us or them. It also results in the withholding of the truth from the rank and file.

At the 1991 convention two slates ran for the trusteeship positions. No trustees were appointed or reappointed.

I encourage you to rectify this editorial behavior by printing an article that explicitly explains the processes and procedure of the convention. As you know, all delegates will be elected by the rank and file. All delegates will have the equal opportunity to raise motions, amendments and amendments to the amendment, etc. This process is not hidden and is no mystery.

We may not like the outcome of the convention, but we can conclude them to be democratic at this moment in time.

Dave Reardon
Local 85
San Francisco

Editors note: TDU is for the Right to Vote for all International officers. In 1996, for the first time ever, all 1.4 million Teamsters will have the opportunity to vote on the three IBT trustees. Until now they were chosen by vote of the convention delegates. This time,

any candidate for trustee with the vote of five percent of the delegates can be nominated and on the ballot for the rank and file vote.

TDU will be publishing more information on the convention, election rules, and procedures, and will conduct extensive training for delegate candidates and delegates.

Your Local Officers Work for You

Loyalty is a great thing; blind loyalty is dangerous. When people quit thinking for themselves and believe what their union officials say without question they give up all their rights.

Are these people afraid their officials will find out? Have they been told that if they question their officials they are not good union members? Do they believe that if their present officers are voted out they will no longer have union representation? Find out for yourself what your local officers are doing and ask questions. They work for you!

Don Gilmore
Local 988, Yellow Freight
Houston

In Memorium

TDU Pioneer Doug Allan

Doug Allan died on March 2, in his home near Los Angeles. He finally succumbed to the cancer and emphysema that have weakened him in the past few years.

Doug was a life-long Teamster and dedicated unionist. But what defined Doug Allan was his pioneering role in the long struggle for Teamster democracy and decent unionism.

In 1976 Doug travelled to the IBT Convention in Las Vegas to observe the proceedings and became determined to change the IBT constitution and the practices of the top leaders.

In response to a comment by IBT president Frank Fitzsimmons at that convention that those who called for reform could "go to hell," Doug replied, "We will go to hell and back to reform our Teamsters union."

By 1981 Doug was an officer of Local 208 and thus a delegate to the IBT Convention, as he was again in 1986. Doug spoke out for reform at both of them. He also was a leader, organizer and conscience of the growing TDU movement, to which he dedicated himself unselfishly, with his wife Mary at his side.

Doug never took a full-time job as a union officer, preferring to remain a working Teamster. When he and dozens of other Teamsters at Acme Fast Freight were among the first victims of deregulation, Doug led a long strike in a battle for jobs. Throughout most of the 1980s Doug worked for Yellow Freight.

By the time of the historic IBT Convention in 1991, Doug was "retired from the truck but not from the union," as he liked to say. No one was happier



or more enthused about the developments of 1991. He told me with tears of joy in his eyes, "I never thought I would live to see these reforms in our union."

The election of the Ron Carey slate in 1991 was a real milestone in the history of the labor movement. Doug earned a place in the history of our union for his part in making it possible.

Doug led by example, and with a gentle but determined approach rather than flamboyance. He was the kind of person who brought out the best in all of us who were his friends.

It is his wish that on his tombstone the words "A Union Member" be the simple inscription. Doug was much more than that, but true to his style, his epitaph will be understated.

Doug is survived by his wife Mary, four children, 11 grandchildren, and by a generation of Teamsters who were inspired by his example to work for a democratic union and a better society.

— Ken Paff

TDU Meets

ARIZONA

Saturday, April 22
1 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA

Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

EAST BAY, CALIF.

Saturday, April 8
10 a.m.
Delegates Seminar
Guest Speaker: Bob Machado
Call (510) 653-3865 for information.

GATEWAY AREA CHAPTER

Sunday, April 2
2 p.m.
Innkeeper Restaurant
Exit 30 off I-55, Hamel, Ill.

NASHVILLE

Sunday, April 9
2:30 p.m.
Days Inn
Route 41, Smyrna, Tenn.

SACRAMENTO, CALIF.

Sunday, April 9
12:30 p.m.
Commons Building
17th and P St., Sacramento, Calif.
Call (916) 442-2167 for information.

SOUTHERN CALIFORNIA

Sunday, April 2
10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

STOCKTON, CALIF.

Saturday, April 8
5 p.m.
2633 Togninali Lane
Stewards Training Video
Guest Speaker: Bob Machado
Stockton, Calif.

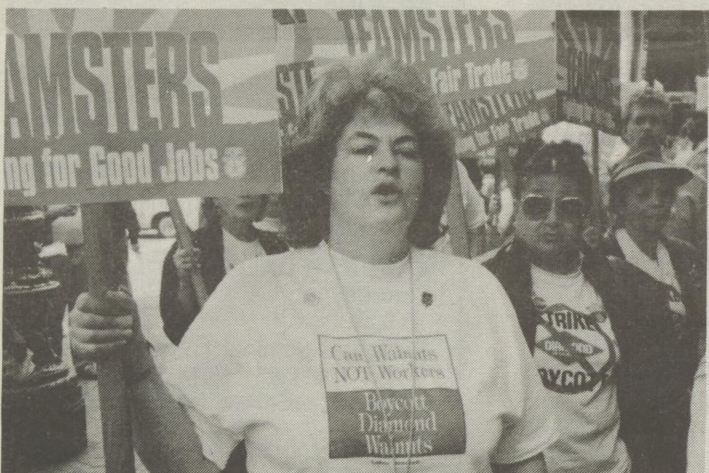
How Our Union Has Changed

As we approach the 1996 IBT Convention and national elections, there is much debate over what direction our union should take. As a part of that discussion, it is useful to take a look at how our union has changed since the last election.

Take a moment to remember what our International union was like before the 1991 election—the days of William McCarthy, Jackie Presser, Roy Williams, and their jets and limos—and look at where we are today.

We elected the Ron Carey slate on a platform of reform. That process of reform is far from completed, but many important steps have been taken.

- **END MULTIPLE PENSIONS.** The Carey administration has abolished the Equity Plan (top officers' pension) and frozen the Affiliates Plan (for BAs and local officials).
- **A MORE LEVEL PLAYING FIELD IN LOCAL UNION ELECTIONS.** The General Executive Board has ordered mail-ballot elections in many locals, and established an even-handed appeals process. Won union leave of absence in national contracts, increasing participation.
- **AGGRESSIVE ORGANIZING.** International organizer positions are no longer just an extra salary. Members involved in organizing campaigns, such as at Overnite.
- **CONTRACT CAMPAIGNS THAT INCLUDE THE MEMBERS.** No longer are we in the dark during negotiations. Bulletins keep members informed; mobilizations, corporate campaigns and other actions use the power of the rank and file to win better contracts.



International Vice President Diana Kilmury on the line with striking Diamond Walnut workers.

- **INNOCENT UNTIL PROVEN GUILTY.** This important protection is now included in national freight and UPS contracts.

- **FIGHTING CORRUPTION.** Established Ethical Practices Committee. GEB has imposed over 40 trusteeships to end corruptions in locals. We have a president who gets arrested on picket lines, not for corruption. Teamsters are a respected part of the labor movement.

What Have Hoffa Junior and His Friends Done?

They have fought these programs and worked to divide our union. They organized scabbing on our UPS strike, and undercut the freight strike. They have denounced efforts to end corruption—such as trusteeships. They've gone to court to try to prevent fair election procedures. They demand that multiple pensions for officials be reinstated.

These people are armed—with your dues money—and dangerous. They are out to take away our gains at next year's IBT Convention.



THE OLD DAYS: Jackie Presser being carried into a lavish party at the 1986 IBT Convention in Las Vegas.

- **SUPPORT FOR MEMBERS.** Strikes receive full support from the International, such as at Diamond Walnut. Called UPS strike to defend the safety of UPS workers.
- **ELIMINATING WASTE.** The GEB voted to abolish the four area conferences after extensive hearings showed that they were an extra, expensive level of bureaucracy. Perks such as first class travel have been eliminated. International reps no longer collect multiple salaries—they work full time for the union.
- **ESTABLISHED HUMAN RIGHTS COMMISSION.** Works to make the union accessible to all members.

Building a strong union with members who are involved is not an overnight process. For too long we were discouraged by our top leaders from participating in our union. A new process has begun. It is up to us to see that we don't turn back to the policies of the past.

What Can You Do?

- ✓ **Support delegates who will defend and expand the victories of the 1991 convention.**
- ✓ **Participate in the upcoming campaigns and elections.**
- ✓ **And join TDU, the organization that stands for a strong, democratic union.**



PART-TIME AMERICA WON'T WORK. Teamsters and other union supporters rally in San Francisco's Union Square last April in support of a strong freight contract.